AMC Retention Mission Statement

To sustain Army personnel readiness by developing, implementing, and maintaining an aggressive Army Retention program, designed to accomplish specific goals and missions consistent with governing laws, policies,

and directives.

Need to be F[illegible]e Agile, Less Bureaucrat[illegible] Fight this

Officer Retention Branch

DSN 221-187
Comm (703) 325-1874
Fax 221-3242

Visit the web at:

https://armyofficer_retention.bcks.army.mil

Army Materiel Command

Leaders' Guide to Retention

Volume IV
Effective 1 January 2007

Oath of Reenlistment

I, _____ do solemnly swear (or affirm) that I will support and defend the constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the orders of the Officers appointed over me, according to regulations and the uniform code of military justice.
So help me God!

Retention Offices

Headquarters, U.S. Army Materiel Command
DSN: 656-8734 Commercial (703) 806-8734

U.S. Army Sustainment Command
DSN: 793-0391 Commercial (309) 782-0391

U.S. Army Aviation and Missile Life Cycle Management Command
DSN: 788-0870 Commercial (256) 842-0870

U.S. Army Communications-Electronic Life Cycle Management Command
DSN: 992-4032 Commercial (732) 532-4032

U.S. Army Research, Development and Engineering Command
DSN: 584-7871 Commercial (410) 436-7871

U.S. Army Surface Deployment and Distribution Command
DSN: 328-2452 Commercial (703) 428-2452

U.S. Army Tank-automotive and Armaments Life Cycle Management Command
DSN: 786-5611 Commercial (586) 574-5611

APPENDIX H

Bar to Reenlistment – Chapter 8, AR 601-280

1. Only Soldiers of high moral character, personal competence, and demonstrated adaptability to the requirements of the professional Soldier's moral code will be reenlisted in the Active Army. All Soldiers should be evaluated under the "whole person" concept (see para 3-7). Soldiers who cannot, or do not, measure up to such standards, but whose separation under proper administrative procedures is not warranted at the present time, will be barred from further service under Chapter 8, AR 601-280.

2. The Bar to Reenlistment is not a punitive action; it is designed for use as a rehabilitative tool. Imposition of the Bar to Reenlistment does not preclude administrative separation at a later date. This tool should be initiated prior to a separation or judicial/non-judicial action because it is intended to put the Soldier on notice that -

a. He or she is not a candidate for reenlistment.
b. He or she may be a candidate for separation if the circumstances that led to the Bar to Reenlistment are not overcome.

3. Soldiers may be barred from reenlistment for one or a combination of the below listed infractions or reasons. This listing provides examples of the rationale for the imposition of a bar and is not intended to be all-inclusive. Examples are -

a. Lateness to formations, details, or assigned duties.
b. Substandard personal appearance and/or hygiene.
c. Continuous indebtedness, reluctance to repay, or late payments.
d. Article 15(s).
e. Frequent traffic violations.
f. Lateness returning from pass or leave.
g. Cannot train for a job; apathetic; disinterested.
h. Failure to manage personal, marital, or family affairs.
i. Causes trouble in the civilian community.
j. Failure to achieve individual weapons qualification.
k. Failure to pass the Army's Physical Fitness Test for record.

4. Commanders will initiate a bar or separation proceedings against Soldiers who -

a. Fail to make satisfactory progress in the Army weight control program
b. Fail two consecutive PT tests
c. Removed for cause from any NCOES course

5. Leaders desiring to recommend a Bar to Reenlistment should consult their unit Retention NCO or servicing Career Counselor. Bars to reenlistment will be reviewed by a 79S Career Counselor prior to initiation.

APPENDIX G

RESERVE COMPONENT (RC) PROGRAM

1. All Soldiers (E3-E6) and officers (O1-O3) will be personally interviewed 90-180 days prior to REFRAD by the RC Career Counselor
This is a regulatory requirement in accordance with AR 601-280.

2. Soldiers whose ERUP codes are 9G, 9Q, 9T, 10, or 11are eligible
for enlistment/transition into the Reserve Components. Others may be
eligible providing they meet Special Requirements. Soldiers separating
under Chapter 8, for pregnancy, are also eligible.

3. The following is a list of special enlistment/transfer options and
programs:

- The Drill Sergeant Program
- Try a Year in the USAR
- Try One in the Guard Program
- The Army College Fund Plus (2+2+4) Program (ACF)
- Army National Guard State Officer Candidate School Program
- Military Intelligence Augmentation Detachment (MIAD) Program

4. The following are selected Reserve Incentive Programs:

- Affiliation Bonus
- Prior Service Enlistment Bonus
- Student Loan Repayment Program
- [illegible] GI Bill

Progra

NG states offer a stabilization period upon enlistment or transfer for Soldiers that precludes deploying.

AMC Commanding General, General Griffin, receives the HQDA Active Component Retention Award for Fiscal Year 2006

DEPARTMENT OF THE ARMY
HEADQUARTERS, US ARMY MATERIEL COMMAND
9301 CHAPEK ROAD
FORT BELVOIR, VIRGINIA 22060-5527

REPLY TO
ATTENTION OF

AMCCG

MEMORANDUM FOR All Leaders

SUBJECT: Army Materiel Command Leaders' Guide to Retention

1. The Army Materiel Command's Retention Program is on the forefront of retaining highly-skilled Soldiers for our Army. AMC Soldiers are vital to our Nation's success as we wage the global war on terrorism. As leaders, it is our responsibility to ensure 100% contact is made with Soldiers eligible for reenlistment.

2. The CSA announced the Army's Top Three Priorities, recently – with his top priority being "win the long war while sustaining the All-Volunteer Force – recruit, and retain Soldiers, while providing a quality of life commensurate with the quality of their service." As the Army continues to transform, retention of our Soldiers is essential. Although all won't remain on the active team, encourage those transitioning to join the Reserves or the National Guard.

3. All Army leaders are responsible for retention. Use this guide to assist you in counseling and retaining our Soldiers.

4. Have you asked a Soldier to stay on the team today?

BENJAMIN S. GRIFFIN

APPENDIX F

SELECTIVE REENLISTMENT BONUS (SRB) PROGRAM

1. The SRB program is a program that offers Soldiers in certain shortage MOS's a bonus if they reenlist to stay in the MOS.

2. Under the SRB program, Soldiers must meet rank, MOS or SQI requirements. Soldiers may receive a larger bonus by reenlisting in deployed theater (Kuwait, Iraq and Afghanistan) or by reenlisting for a specific location. See current SRB messages posted on unit bulletin boards.

3. To be eligible for an SRB, Soldiers must reenlist for a minimum of 3 or more years or the minimum time necessary to migrate into the next zone - whichever is greater. At no time are Soldiers who reenlist for 2 years eligible to receive an SRB. There are 3 zones for which a bonus is paid:

Zone A: Soldiers who have completed at least 17 months of continuous active service but no more than 6 years on the date of discharge.

Zone B: Soldiers who have completed at least 6 years but no more than 10 years of active service (including ADT) on the date of discharge.

Zone C: Soldiers who have completed at least 10 years but not more than 14 years of active service (including ADT) on the date of discharge.

4. The numerical value is used as a multiplier X Soldier's base pay at time of discharge. The SRB formula is as follows:

SRB Multiplier
x Base Pay (At time of discharge)
÷ 12 (Rounded to nearest cent)
= Monthly SRB Amount
x Additional Obligated Service Months (AOS)
= Total SRB (Divide by 2 for initial payment)

Note: AOS is any active service commitment beyond an existing contractual service agreement to include enlistments, extensions, and reenlistments.

Natick and RDECOM –

Keeping the ARMY STRONG!

DEPARTMENT OF THE ARMY
HEADQUARTERS, US ARMY MATERIEL COMMAND
9301 CHAPEK ROAD
FORT BELVOIR, VIRGINIA 22060-5527

REPLY TO ATTENTION OF

AMCCSM

MEMORANDUM FOR All Leaders

SUBJECT: Army Materiel Command Leaders' Guide to Retention

1. The Army Materiel Command Retention Program is a vibrant and thriving program that requires energetic and knowledgeable leaders at all levels of command. What we accomplish at AMC affects the readiness of our Soldiers and our Warfighters. As leaders, we are accountable and responsible for ensuring our formations are "Relevant and Ready" in order to sustain the future force of the U.S. Army. This task requires a high standard of leadership that is exhibited by all leaders.

2. It is paramount for us to be educated on the most recent changes in the Retention field. As Human Resources Command (HRC) transitions to adhere to the guidance of the Chief of Staff of the Army, we must be ever vigilant to sustain and maintain our military as an Expeditionary Force. Our Soldiers are deserving of quality leadership and the U.S. Army requires only the best from us.

3. This guide is designed to assist you in the retention counseling of your Soldiers. It contains information that will help you become familiar with the basics of the Army Retention Program. As an Army leader, you are a link in the retention chain. I recommend you identify the rest of the chain and work collectively to take care of Soldiers and their families.

4. The AMC Retention team stands ready to assist in any way needed.

DANIEL K. ELDER
CSM, USA
Command Sergeant Major

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The Retention Program is established by Headquarters, Department of the Army. The information enclosed is subject to policy changes directed by DA. The Army Retention Program is governed by AR 601-280.

All deploying Soldiers must see their servicing Career Counselor not later than 1 month prior to departure. All Soldiers will be processed as "Eligible" on the RETAIN system and will have their Retention Data Card (DA Form 4591-R) in possession prior to departure.

Visit our website at **http://www.amc.army.mil**

APPENDIX E

BONUS EXTENSION AND RETRAINING (BEAR) PROGRAM (Chapter 6, AR 601-280)

This program allows qualified Soldiers in the rank of SSG & below, serving in an overstrength/balanced MOS, an opportunity to extend their enlistment for retraining into a shortage MOS and upon completion of retraining and being awarded the new PMOS, reenlist and receive a Selective Reenlistment Bonus in the newly awarded PMOS.

1. Qualified Soldiers, if otherwise eligible, can apply for the BEAR Program 24 months prior to ETS.

2. Soldiers must be eligible to extend to complete 24 months after completion of training without exceeding RCP. In addition, Soldiers must be eligible for a bonus and reenlist for three years upon graduation without exceeding RCP.

3. Soldiers must be qualified for the MOS for which they are applying. See DA Pam 611-21, AR 351-4, AR 614-200 for MOS eligibility requirements.

4. Soldiers must be a SSG and below. Additional grade requirements follow:

a. SGT and below, the appropriate rank column for PMOS (as shown in current In/Out Call message) must show N/N or N/Y at current grade.

b. SSG, the appropriate rank column for PMOS must reflect N/Y.

5. Soldiers, other than initial term, must not have been alerted for reassignment at the time request is received at HRC.

6. See your servicing Career Counselor for current BEAR Program information.

AMC's LOGSA sustaining the "FORCE!"

Reenlisting Families...*and keeping the Army *"STRONG!"

APPENDIX A

REENLISTMENT QUALIFICATIONS

There are five (5) steps used to qualify a Soldier for immediate reenlistment. These steps must be followed to ensure Soldiers desiring reenlistment meet all regulatory and statutory directives and requirements.

1. The Career Counselor (PMOS 79S) is responsible for determining the eligibility in these areas:

   * Determination of eligibility for discharge.
   * Determination of eligibility for reenlistment.
   * Determination of eligibility for waivers (if necessary).
   * Determination of reenlistment periods.
   * Determination of reenlistment options.

2. The Career Counselor will determine the above listed qualifications. However, as a leader, you must be aware of the basic reenlistment qualifications of your Soldiers; a few are below.

3. Soldiers desiring to reenlist must have passed an Army Physical Fitness test (APFT) within 9 months of his/her reenlistment date.

4. Soldiers must meet the weight standards of AR 600-9. If they are flagged for any reason, they are ineligible for reenlistment until the flag is removed.

5. Soldiers must meet the language requirements if they are serving in a language-dependent military occupational specialty (MOS).

APPENDIX B

RETENTION INTERVIEWS

Interviews are an integral part of any reenlistment program as they provide valuable information for Soldiers and their families to consider when making the best decision for their future.

The Army Career Counseling System is a tool designed to develop leaders, improve force alignment and impact Army endstrength. The system is comprised of four phases of counseling; Integration, Professional Development, Sustainment, and Career Development. Leaders counsel Soldiers throughout their careers, from initial entry to retirement. Specific guidance is outlined in Appendix C of Army Regulation AR 601-280.

In the absence of a 79S Career Counselor, the unit Retention NCO will conduct the necessary counseling during the required time-frame. All Soldiers in the reenlistment window will be counseled by a 79S Career Counselor.

Timeframe to be interviewed	Representative
Within 30 days of assignment	Career Counselor
Between 90-120 days of assignment	Career Counselor
Annually – BASD Anniversary	Career Counselor
26 months from ETS	Company Commander
24-25 months from ETS	Career Counselor
16-18 months from ETS	Career Counselor
12-13 months from ETS	Career Counselor
7 months from ETS	Career Counselor
6 months from to ETS	AC/RC Career Counselor
30-60 days after reenlistment	Retention NCO

Sergeant Major of the Army Recruiting Team (SMART) Program

Earn $2,000.00!

Stand ready to share your Army story and to refer potential applicants to Army recruiters. The Army is now authorized to pay a $2,000 bonus to any Soldier, Future Soldier, Army or Army Reserve component retiree, civilian who refers to an Army recruiter a person who has not previously served in the Armed Forces and enlists in the Active Army, Army National Guard or the Army Reserve. The referral must be made at https://www.usarec.army.mil/smart/ or by calling 1-800-223-3735, ext. 6-0473 PRIOR TO THE NEW RECRUIT'S FIRST MEETING WITH A RECRUITER.

OPTION ELIGIBILITY

Reenlistment options are available to all Soldiers who are within their 24 month reenlistment window.

The eligibility for reenlistment options are as follows:

a. Initial-Term Soldiers:
(1) Serving in an over strength MOS (N/Y) are limited to the Regular Army Reenlistment Option or the Army Training Reenlistment Option.
(2) Serving in a balanced (N/N) or under strength MOS (Y/N) are eligible for all five reenlistment options. (Regular Army, Current Station Stabilization, Army Training, Overseas Assignment, CONUS Station-of-Choice)

b. Mid-Career Soldiers:
(1) Serving in an over strength MOS (N/Y) are limited to the Regular Army Reenlistment Option or the Army Training Reenlistment Option.
(2) Serving in a balanced (N/N) or under strength MOS (Y/N) are eligible for the Regular Army Reenlistment Option, Current Station Stabilization Reenlistment Option, Overseas Assignment Reenlistment Option, CONUS Station-of-Choice Reenlistment Option
(3) As an exception, Soldiers in a balanced MOS (N/N) may request the Army Training Option. Career Counselors must send a hotline to category "Opt 3" requesting a priority MOS listed on RETAIN. RMB will approve/disapprove the request based on Army strengths.

c. Career Soldiers:
(1) Are eligible for Regular Army Reenlistment Option only. SSG and above with 10 or more years of AFS on date of discharge must reenlist under the Indefinite Reenlistment Program.
(2) With 10 or less of AFS on date of discharge may receive mid career options; they must reenlist for the prescribed minimum reenlistment period for the specified option.

Notes: Mid Career and Career Soldiers on assignment instructions are only authorized to reenlist for Regular Army Reenlistment Option. All SSG and above with over 10 years AFS will reenlist under the Army Indefinite Reenlistment Program for

APPENDIX C

RETENTION CONTROL POINTS

Soldiers are not authorized to exceed the Retention Control points as shown below:

Rank	Total no. of Years
PVT-PFC	8
CPL/SPC	10
CPL/SPC(P)	15
SGT	15
SGT(P)	20
SSG	22
SSG(P)	24
SFC	24
SFC(P)	26
1SG/MSG	26
1SG/MSG(P)	30
CSM/SGM	30

Notes:
1. See para 3-8, AR 601-280 or your servicing Career Counselor for further exceptions or information on Retention Control Points.

2. Command sergeants major serving in nominative positions when the commander is a GO are authorized retention beyond 30 years. These Soldiers will not be retained be

Definitions:

Initial Term Soldier - a Soldier serving on an initial term of Active Federal Service or a Soldier who has previously served less than 180 cumulative days on active duty as a member of the Armed Forces.

Mid Career Soldier - a Soldier who has reenlisted one or more times and therefore is on a second term of AFS and now has 10 years of AFS or less on the date of reenlistment.

Career Soldier - a Soldier on their second or subsequent enlistment who will have more than 10 years of Active Federal Service at ETS.

I WILL ALWAYS PLACE THE MISSION FIRST.

I WILL NEVER ACCEPT DEFEAT.

I WILL NEVER QUIT.

I WILL NEVER LEAVE A FALLEN COMRADE.

APPENDIX D

REENLISTMENT OPTIONS - Policy Msg 07-02(C3)

Reenlistment Options: Initial Term and Mid- Career Soldiers must have a minimum of 12 months time on station before departing the installation.

E-1, Regular Army Reenlistment Option - can reenlist for 2 - 6 years.

E-2, Current Station Stabilization Reenlistment Option

(1) Initial Term Soldiers - minimum 3 year reenlistment. Guarantees up to 12 months stabilization from date of reenlistment for CONUS based Soldiers or up to 12 months stabilization from DEROS for OCONUS based Soldiers. As an exception, Soldiers in Korea or deployed are authorized to reenlist for 2 years and receive 6 months stabilization from date of reenlistment for CONUS based Soldiers and 6 months stabilization from DEROS for OCONUS based Soldiers.

(2) Mid-Career Soldiers - reenlistments for 2-6 years guarantees up to 12 months stabilization from date of reenlistment for CONUS based Soldiers or up to 12 months stabilization from DEROS for OCONUS based Soldiers.

(3) Career Soldiers who are eligible to receive mid career options (with less than 10 years of AFS on date of discharge) - minimum 3 year reenlistment. Guarantees up to 12 months stabilization from date of reenlistment for CONUS based Soldiers or up to 12 months stabilization from DEROS for OCONUS based Soldiers.

E-3, Army Training Reenlistment Option

(1) Initial Term Soldiers - minimum 4 year reenlistment. As an exception, Soldiers requesting retraining into CMF 11, 13, 19, and 21 are authorized to reenlist for a minimum of 3 years

(2) Mid-Career Soldiers - minimum 3 year reenlistment. Soldiers must meet the minimum SRR for new MOS and follow on assignment using a combination of reenlistment and extension; extension will not exceed 11 months.

(3) Career Soldiers who are eligible to receive mid career options (with less than 10 years of AFS on date of discharge) - minimum 4 year reenlistment.

E-4, Overseas Assignment Reenlistment Option

(1) Initial Term Soldiers - minimum 4 year reenlistment for a long tour area and 3 years for short tour area. Soldiers must be within 12 months of their date available to move (DEROS, LCM end date, SMTYM, or AEA end date) to obtain "movement-type" options in RETAIN.

(2) Mid-Career Soldiers - may reenlist for the minimum period to meet the SRR for assignment using a combination of reenlistment and extension; extension will not exceed 11 months. Soldiers must be within 12 months of their date available to move (DEROS, LCM end date, SMTYM, or AEA end date) to obtain "movement-type" options in RETAIN.

(3) Career Soldiers who are eligible to receive mid career options (with less than 10 years of AFS on date of discharge) - minimum 4 year reenlistment for a long tour area and 3 years for a short tour area.

E-5, CONUS Station-of-Choice Reenlistment Option

(1) Initial Term Soldiers - minimum of 4 year reenlistment. Exception: Soldiers may reenlist for 3 years if they have less than 12 months from contractual ETS. Soldiers must be within 12 months of their date available to move (DEROS, LCM end date, SMTYM, or AEA end date) to obtain "movement-type" options in RETAIN.

(2) Mid-Career Soldiers - may reenlist for the minimum period to meet the SRR for assignment using a combination of reenlistment and extension; extension will not exceed 11 months. Soldiers must be within 12 months of their date available to move (DEROS, LCM end date, SMTYM, or AEA end date) to obtain "movement-type" options in RETAIN.

(3) Career Soldiers who are eligible to receive mid career options (with less